

Minutes of the meeting of the Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System (CCHHS) held Friday, August 15, 2014 at the hour of 8:00 A.M. at 1900 W. Polk Street, in the Second Floor Conference Room, Chicago, Illinois.

I. Attendance/Call to Order

Chairman Wiese called the meeting to order.

Present: Chairman Dorene P. Wiese, EdD and Directors Ada Mary Gugenheim (temporary Committee Member) and Carmen Velasquez (3)

Board Chairman M. Hill Hammock (ex-officio) and Directors David Carvalho and Lewis M. Collens

Absent: Director Jorge Ramirez (1)

Additional attendees and/or presenters were:

Claudia Fegan, MD – Executive Medical
Director/Medical Director Stroger Hospital
Randolph Johnston – System Associate General
Counsel

Gladys Lopez – Chief of Human Resources
Elizabeth Reidy – System General Counsel
Deborah Santana – Secretary to the Board
John Jay Shannon, MD –Chief Executive Officer

II. Public Speakers

Chairman Wiese asked the Secretary to call upon the registered public speakers.

The Secretary called upon the following registered public speaker:

1. George Blakemore Concerned Citizen

III. Report from Chief of Human Resources (Attachment #1)

Gladys Lopez, Chief of Human Resources, presented her report, which included information on the following subjects: Comparison of Vacancies Filled - FY2013-FY2014; FY2014 Posting Activity; FY2014 Vacancies and Separations; 2014 Vacancies; and CCHHS Labor Relations. The Committee reviewed and discussed the information.

With regard to the information on separations, Director Velasquez asked whether Ms. Lopez had a sense of the reasons for separations. Ms. Lopez responded in the negative. She stated that it is a manual process; however, an online survey is being developed that will help to get this information and will allow for reports to be generated. That survey should be ready to be implemented within the next few weeks. Board Chairman Hammock requested that perhaps three or four major categories relating to reasons for separation could be added to the information provided in Ms. Lopez' report¹. Ms. Lopez indicated that the data from surveys for the full month of September should be available to be included in her October report to the Committee.

Ms. Lopez stated that they have received comments from Plaintiff's counsel for the System's Employment Plan; staff are finalizing their review of those comments and will be getting back to the Compliance Administrator's Office with a couple of questions. She noted that, as she has said in the past, implementation of that Plan is going to require more people to be hired to maintain compliance, because there are so many more nuances that the System will now be held accountable to, and the administration needs to make sure that it is prepared to do so.

IV. Action Items

A. Minutes of the Human Resources Committee Meeting of July 18, 2014

Director Gugenheim, seconded by Director Velasquez, moved to accept the minutes of the meeting of the Human Resources Committee of July 18, 2014. THE MOTION CARRIED UNANIMOUSLY.

B. **Proposed Collective Bargaining Agreement (Attachment #2)

i. Prevailing Wage Rates for the Coalition of Unionized Public Employees (C.O.U.P.E.) Trades

Action was taken on this item following the adjournment of the closed meeting.

Chairman Wiese, seconded by Director Gugenheim, moved to approve the proposed Collective Bargaining Agreement regarding Prevailing Wage Rates with the C.O.U.P.E. Trades. THE MOTION CARRIED UNANIMOUSLY.

C. Any items listed under Sections IV and V

V. Closed Meeting Items

A. Discussion of personnel matters

B. Update on labor negotiations

C. Discussion of litigation matters

D. Proposed Collective Bargaining Agreement (see Section IV.B.)

Director Velasquez, seconded by Director Gugenheim, moved to recess the open meeting and convene into a closed meeting, pursuant to the following exceptions to the Illinois Open Meetings Act: 5 ILCS 120/2(c)(1), regarding "the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity," 5 ILCS 120/2(c)(2), regarding "collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees," and 5 ILCS 120/2(c)(11), regarding "litigation, when an action against, affecting or on behalf of the particular body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting." THE MOTION CARRIED UNANIMOUSLY and the Committee recessed into a closed meeting.

Chairman Wiese declared that the closed meeting was adjourned. The Committee reconvened into the open meeting.

Action was taken on the Proposed Bargaining Agreement following the adjournment of the closed meeting (see Section IV(B)).

VI. Adjourn

As the agenda was exhausted, Chairman Wiese declared the meeting ADJOURNED.

Respectfully submitted,
Human Resources Committee of the
Board of Directors of the
Cook County Health and Hospitals System

XXXXXXXXXXXXXXXXXXXXXXX
Dorene P. Wiese, EdD, Chairman

Attest:

XXXXXXXXXXXXXXXXXXXXXXX
Deborah Santana, Secretary

¹ Follow-up: information to be included regarding reasons for separations in future reports. Page 1.

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Human Resources Committee Meeting Minutes
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ATTACHMENT #1

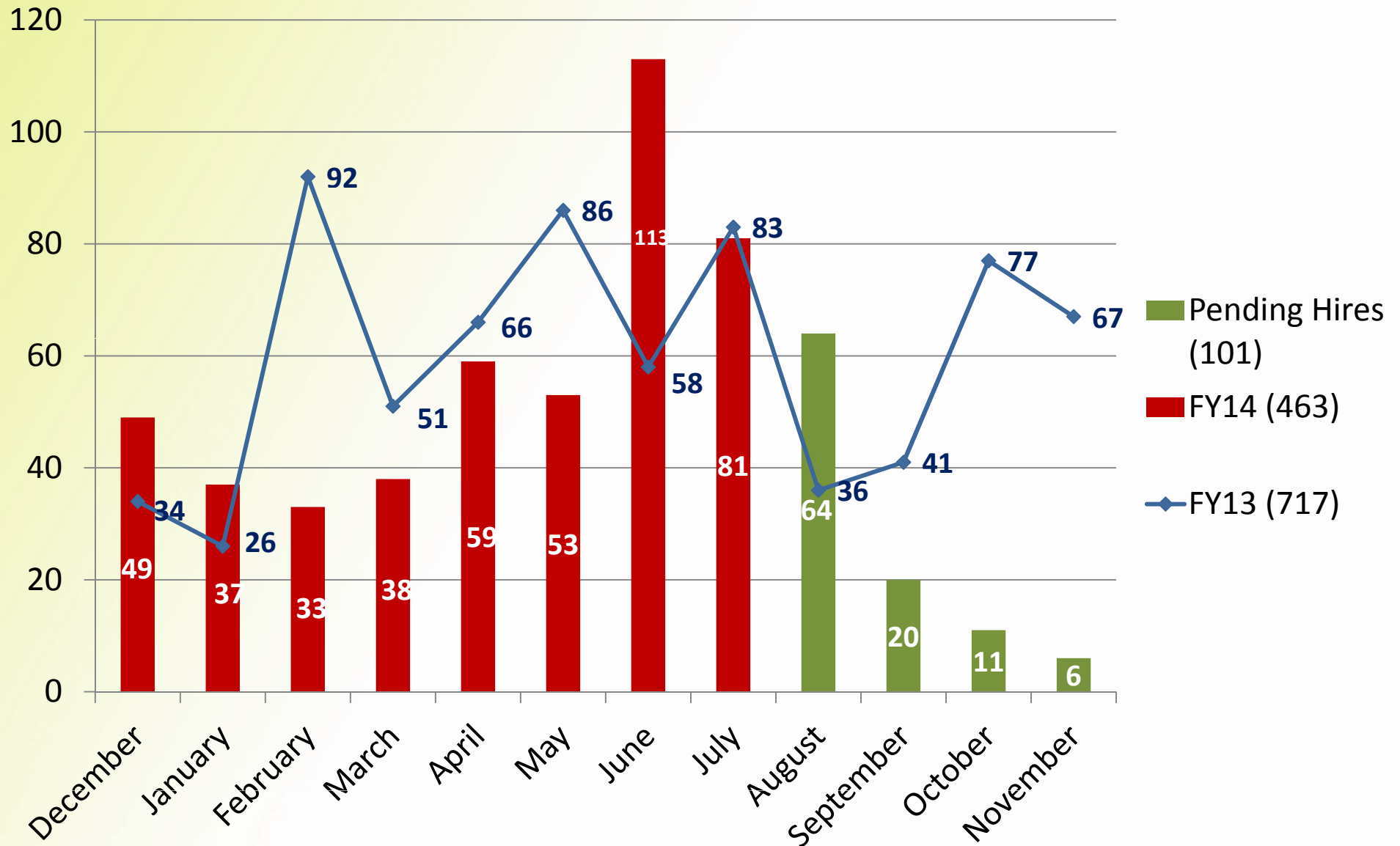


CCHHS Human Resources

**Gladys Lopez,
Chief of Human Resources**

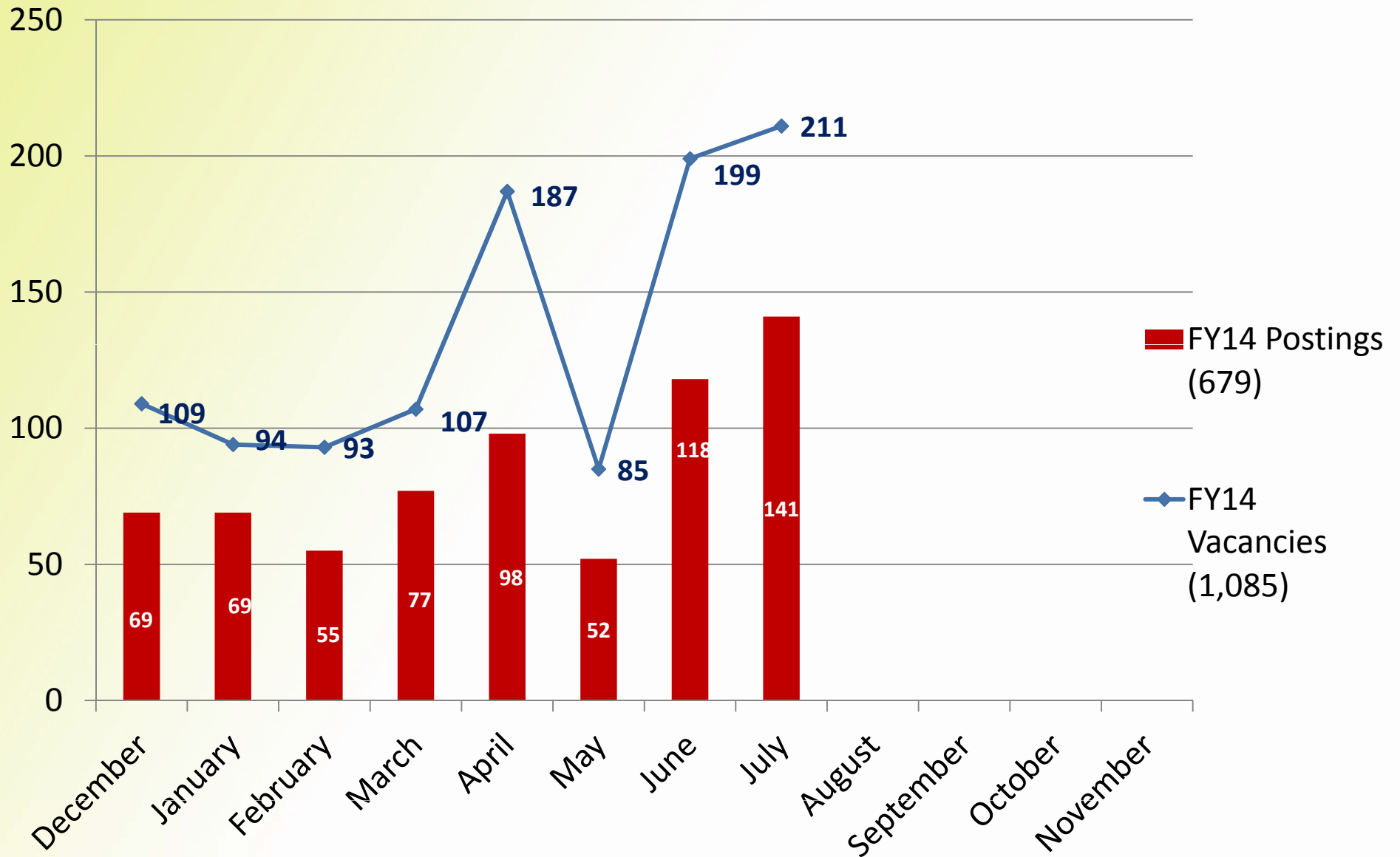
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Comparison of Vacancies Filled – FY13 to FY14

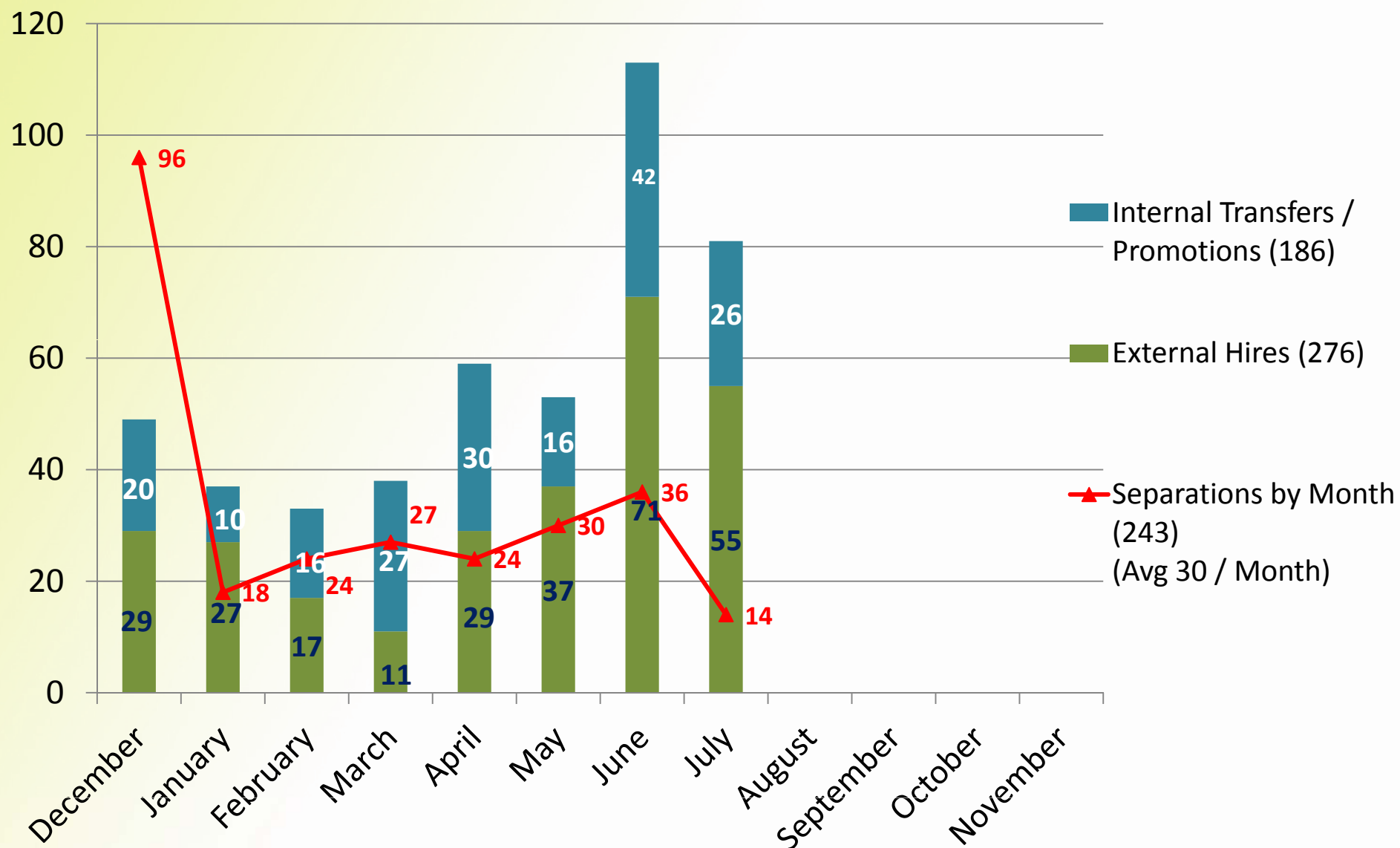


NOTE: As of 08/06/14 we have 11 candidates who are being processed. A Hire Date has not yet been identified for these individuals.

FY14 Posting Activity



2014 Vacancies and Separations



2014 Vacancies

CCHHS TOTAL NET NEW VACANCIES FILLED THROUGH JULY 31, 2014

	DECEMBER	JANUARY	FEBRUARY	MARCH	APRIL	MAY	JUNE	JULY	AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	TOTAL
TOTAL VACANCIES	1,079	1,136	1,134	1,137	1,137	1,135	1,100	1,106					
FILLED EXTERNAL	29	27	17	11	29	37	71	55					276
FILED INTERNAL	20	10	16	27	30	16	42	26					187
SEPARATIONS	96	18	24	27	27	30	25	14					261
TOTAL	1,146	1,127	1,141	1,153	1,135	1,128	1,054	1,065					
NET NEW	-67	9	-7	-16	2	7	46	41					15



CCHHS Labor Relations

August 15, 2014

Overview

- Completed recall meetings with SEIU in late July
- We eliminated 6 Ward Clerk vacancies at OFHC – staff selected other Ward Clerk vacancies within CCHHS to transfer into; no staff were laid off
- Working with ACHN Management and various unions (SEIU, AFSCME and NNOC) on the expansion of services for our patients and opening the clinics on Saturdays

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ATTACHMENT #2

August 15, 2014

Sponsored by

**THE HONORABLE TONI PRECKWINKLE
PRESIDENT OF THE COOK COUNTY BOARD OF COMMISSIONERS**

WHEREAS, the County is obligated to pay the prevailing rate for these categories of employees pursuant to the state statute and the collective bargaining agreement between the County of Cook and the Union(s); and

WHEREAS, the unions representing this category of employees have been properly certified that the below-listed rates are the prevailing rates for the effective date(s) set forth herein; and

WHEREAS, the Annual Appropriation Bill creates Accounts 490-115, 499-115 and 899-115 for Appropriation Adjustments for the Corporate, Public Safety and Health Funds if necessary; and

NOW, THEREFORE, BE IT RESOLVED, that the prevailing wages and salaries of the following positions be fixed as follows:

<u>Job Code</u>	<u>Job Classification</u>	<u>Hourly Wage Rate</u>	<u>Effective Date</u>
1402	Building Construction Plan Examiner I	\$43.35	6/1/14
1404	Building & Zoning Inspector I	\$43.35	6/1/14
1412	Fire Prevention Inspector	\$43.35	6/1/14
1415	Building & Zoning Inspector II	\$43.35	6/1/14
1420	Zoning Plan Examiner I	\$43.35	6/1/14
2225	Ventilating Inspector	\$44.85	6/1/14
2307	Boilermaker/Blacksmith	\$43.48	7/1/14
2310	Boilermaker/Welder	\$43.48	7/1/14
2311	Bricklayer	\$42.58	6/1/14
2312	Bricklayer Foreman	\$46.84	6/1/14
2317	Carpenter	\$43.35	6/1/14
2318	Carpenter Foreman	\$45.85	6/1/14
2320	Glazier	\$40.50	6/1/14
2321	Lather	\$43.35	6/1/14
2323	Electrical Plan Examiner	\$47.00	6/2/14
2324	Electrician	\$44.00	6/2/14
2326	Electrician Foreman	\$47.00	6/2/14
2327	Chief Electrical Inspector	\$50.00	6/2/14

<u>Job Code</u>	<u>Job Classification</u>	<u>Hourly Wage Rate</u>	<u>Effective Date</u>
2328	Electrical Equipment Technician	\$44.00	6/2/14
2329	Electrical Mechanic	\$44.00	6/2/13
2330	Electrical Inspector	\$47.00	6/2/14
2331	Machinist	\$44.35	7/1/14
2334	Master Locksmith	\$43.90	6/1/14
2335	Architectural Iron Worker Frm.	\$47.40	6/1/14
2336	Architectural Iron Worker	\$43.90	6/1/14
2339	Machinist Foreman	\$46.85	7/1/14
2340	Tinsmith	\$41.53	6/1/14
2341	Tinsmith Foreman	\$44.85	6/1/14
2342	Pipe Coverer	\$48.45	6/1/14
2346	Electrical Equipment Foreman	\$47.00	6/2/14
2348	Chief Plumbing Inspector	\$52.62	6/2/14
2349	Plumbing Plan Examiner	\$48.65	6/2/14
2350	Plumber	\$46.65	6/2/14
2352	Plumber Foreman	\$48.65	6/2/14
2353	Plumbing Inspector	\$48.65	6/2/14
2354	Painter	\$41.75	6/1/14
2356	Painter Foreman	\$46.96	6/1/14
2359	Sign Painter (Shopman)	\$35.29	10/8/14
2363	Plasterer Helper	\$38.00	6/1/14
2366	Maintenance Worker	\$34.68	6/1/14
2367	Maintenance Worker Foreman	\$36.68	6/1/14
2368	Pipe Coverer Foreman	\$50.95	6/1/14
2371	Motor Vehicle Drive Road Repairman	\$34.51	6/1/14
2372	Road Equipment Operator	\$44.30	6/1/13
2373	Road Equipment Master Mechanic	\$47.30	6/1/13
2376	Road Equipment Master Mechanic Foreman	\$48.30	6/1/13
2372	Road Equipment Operator	\$45.30	6/1/14
2373	Road Equipment Master Mechanic	\$48.30	6/1/14
2376	Road Equipment Master Mechanic Foreman	\$49.30	6/1/14
2378	Telecommunications Electrician Frm.	\$47.00	6/2/14
2379	Telecommunications Electrician	\$44.00	6/2/14

<u>Job Code</u>	<u>Job Classification</u>	<u>Hourly Wage Rate</u>	<u>Effective Date</u>
2381	Motor Vehicle Drive I	\$34.51	6/1/14
2382	Motor Vehicle Drive II	\$35.16	6/1/14
2388	Pipe Coverer Material Handler	\$36.34	6/1/14
2390	Biomedical Electrical Technician	\$44.00	6/2/14
2391	Biomedical Electrical Tech. Frm.	\$47.00	6/2/14
2392	Laborer	\$38.00	6/1/14
2393	Laborer I	\$38.00	6/1/14
2394	Laborer II	\$38.40	6/1/14
2395	Laborer Foreman	\$39.10	6/1/14
2396	Laborer Foreman (Highway)	\$39.10	6/1/14
2431	Marble Polisher	\$31.40	6/1/14
4013	Chief Telecommunications Electrician	\$50.00	6/3/14

BE IT FURTHER RESOLVED, that the Chief of the Bureau of Human Resources and the Cook County Comptroller are hereby authorized to implement the prevailing rates and salary adjustments pursuant to statue statute.